

Organizational Changes and Change of Directors of the Board and Executive Officers

Japan Pulp & Paper Co., Ltd. resolved the following changes at the meeting of the board of directors on February 4, 2021.

I. Organizational Change (effective as of April 1, 2021)

Functional Materials & Communication Paper Sales Division renamed the Functional Materials Sales Division.

II. Change of Directors of the Board

1. Newly appointed Director of the Board; end of June, 2021

Name	New	As of April 1
Tetsuo Izawa	Director of the Board Senior Executive Vice President Paper Sales & Marketing, ICT & Logistics	Senior Executive Vice President Paper Sales & Marketing, ICT & Logistics

This appointment is subject to final approval at the General Meeting of Shareholders scheduled for the end of June.

2. Related Personnel Changes for Directors of the Board; April 1, 2021

Name	New	Current
Chihiro Katsuta	Representative Director Senior Executive Vice President CFO Raw Materials & Environment	Representative Director Senior Executive Vice President CFO
Tomoyuki Miyazaki	Director of the Board	Director of the Board Senior Executive Vice President COO Raw Materials & Environment

3. Retiring of Director of the Board; end of June, 2021

Name	As of April 1
Tomoyuki Miyazaki	Director of the Board

The retiring of the Director of the Board will become effective at the close of the General Meeting of Shareholders scheduled for the end of June.

III. Change of Executive Officers

1. Promotions and related personnel changes for Executive Officers effective from April 1, 2021.

Name	New Position	Current Position
Tetsuo Izawa	Senior Executive Vice President Paper Sales & Marketing, ICT & Logistics	Executive Vice President Paper Sales & Marketing, General Manager, Paper Merchant Sales Division
Yasushi Takei	Executive Vice President Administration & Planning, General Manager, Corporate Planning Division	Senior Vice President General Manager, Corporate Planning Division
Mitsutoshi Imamura	Executive Vice President Global Business, Specialties	Executive Vice President Global Business, ICT & Specialties
Makoto Shirodani	Senior Vice President Raw Materials & Environment	Executive Officer General Manager, Raw Materials & Environmental Business Division
Koji Ukeguchi	Senior Vice President General Manager, Newsprint & Publication Paper Sales Division	Executive Officer General Manager, Newsprint & Publication Paper Sales Division
Kagetaka Matsuura	Senior Vice President General Manager, Paper Merchant Sales Division	Senior Vice President President, JP Loginet Co., Ltd.
Seiichi Suganuma	Executive Officer General Manager, Functional Materials Sales Division	Executive Officer General Manager, Functional Materials & Communication Paper Sales Division

2. Newly appointed Executive Officers; April 1, 2021

Name	New	Current
Hisaaki Matsuoka	Executive Officer General Manager, Purchasing Division	General Manager, Purchasing Dept.
Yutaka Endo	Executive Officer General Manager, Raw Materials & Environmental Business Division	General Manager, Environment & Resources Dept.
Shuichi Takeoka	Executive Officer General Manager, Kyushu Branch	General Manager, Purchasing Dept. Kansai Branch
Takeyuki Matsuura	Executive Officer President, JP Household Supply Co., Ltd.	President, JP Household Supply Co., Ltd.

3. Executive Officers retiring on March 31, 2021:

Name	Current Position
Akio Ando	Senior Vice President Raw Materials & Environment
Hiroshi Ebihara	Senior Vice President General Manager, Purchasing Division
Ryoichi Nagato	Executive Officer General Manager, Kyushu Branch

Management Structure (as of April 1, 2021)

Directors of the Board and Audit & Supervisory Board Members

Representative Director, President	Akihiko Watanabe
Representative Director	Chihiro Katsuta*
Directors of the Board	Kazuhiko Sakurai*
	Tomoyuki Miyazaki
	Itaru Masuda**
	Sumiko Takeuchi**
Audit & Supervisory Board Members	Rie Uesaka
	Katsunori Kitamura
	Naofumi Higuchi

* Indicates Director of the Board also serving as an Executive Officer. ** Indicates Outside Director as provided for in Article 2-15 of the Companies Act. Designated for Independent Director as specified by the Tokyo Stock Exchange and other exchanges in Japan.

Executive Officers

Senior Executive Vice Presidents	CFO, Raw Materials & Environment	Chihiro Katsuta
	Paper Sales & Marketing, ICT & Logistics	Tetsuo Izawa
	Paperboard & Household Paper	Kazuhiko Sakurai
Executive Vice Presidents	Administration & Planning General Manager, Corporate Planning Division	Yasushi Takei
	Global Business, Specialties	Mitsutoshi Imamura
	General Manager, Kansai Branch	Toru Teshima
Senior Vice Presidents	Raw Materials & Environment	Makoto Shirotani
	General Manager, Newsprint & Publication Paper Sales Division	Koji Ukeguchi
	General Manager, Paper Merchant Sales Division	Kagetaka Matsuura
	General Manager, Printer & End User Sales Division	Makoto Shimada
	Deputy General Manager, Kansai Branch	Nobuyuki Matsuura
	General Manager, Chubu Branch	Susumu Tanaami
	President, JP Information Center Co., Ltd.	Fumio Watanabe
	President, Eco Paper JP Co., Ltd.	Shinichiro Yamamoto
Executive Officers	General Manager, Finance & Administration Division	Kenichiro Fujii
	General Manager, Purchasing Division	Hisaaki Matsuoka
	General Manager, Industrial Materials Sales Division	Kozo Nishio
	General Manager, International Sales Division	Hiroshi Kashima
	General Manager, Functional Materials Sales Division	Seiichi Suganuma
	General Manager, Raw Materials & Environmental Business Division	Yutaka Endo
	General Manager, Kyushu Branch	Shuichi Takeoka
	General Manager, Kitanihon Branch	Toshihiko Kitayama
	President, JP Household Supply Co., Ltd.	Takeyuki Matsuura
	Vice President, JP Corelex Holdings Co., Ltd.	Hiroyuki Ito
	President, Japan Pulp & Paper (U.S.A.) Corp.	Masaaki Sato
	Managing Director, Ball & Doggett Group Pty Ltd	Takahiro Miyata

Management Structure (as of end of June, 2021)

Directors of the Board and Audit & Supervisory Board Members

Representative Director, President	Akihiko Watanabe
Representative Director	Chihiro Katsuta*
Directors of the Board	Kazuhiko Sakurai*
	Tetsuo Izawa*
	Itaru Masuda**
	Sumiko Takeuchi**
Audit & Supervisory Board Members	Rie Uesaka
	Katsunori Kitamura
	Naofumi Higuchi

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	Managing Director, Ball & Doggett Group Pty Ltd	Takahiro Miyata